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Approved December 6, 1996

**MINUTES
SPECIAL MEETING
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
October 10, 1996**

The Board of Trustees of Central Washington University met in retreat session on Thursday, October 10, 1996, from 9:00 a.m. to 3:00 p.m. at the Mary Grupe Conference Center on the campus of Central Washington University.

Roll Call

Present

Ms. Gwen Chaplin, Chair
Mr. Frederic L. "Fritz" Glover
Mr. Mike Sells
Mr. Wilfred Woods, Vice Chair

Absent

Mr. Frank Sánchez
Dr. R. Y. Woodhouse

Ms. Judy B. Miller, Secretary to the Board

Legislative Briefing

Ms. Martha Lindley, Director of Governmental and Corporate Relations, provided a briefing on the capital project request process, specifically discussing our request for a new music facility. To effectively communicate Central's critical need for this facility, Board members will contact HECB members individually. Educational access through our university centers will also be discussed in conversations with HECB members.

The Council of Presidents has established some guiding principles which govern the council's legislative effort. A cooperative, combined effort on common issues has served the state's four-year institutions well. In addition, faculty legislative representatives work together to influence legislators. Faculty Senate involvement in support of priority issues is essential.

Discussion of possible solutions to faculty salary issues included allowing trustees to set salaries and tuition. Both remedies would require legislative authorization.

Ms. Lindley is prepared to work with university faculty and staff in support of our legislative priorities.

Faculty Senate Session

Faculty senators present expressed their concerns about campus morale issues including faculty salaries, planning ceilings that restrict bottom-up input, capital planning drivers, and budget hearings. Also discussed were administrative decision-making philosophies which encourage production of a product cheaply, pressures on tenure-track faculty, and faculty involvement in Olympia. More tenure-track faculty appointments would strengthen the general education program.

Our educational philosophy should include retention of valuable programs which may not have high enrollments. University Advancement should be enlisted to support good programs and provide media access. Disabled faculty needs, minimal or nonexistent equipment maintenance budgets, and excessive charges through Facilities Management were also discussed. Professional courtesy and tolerance as well as streamlining requests to minimize classroom interruptions were suggested as possible remedies for some of the tension with work requests.

The president's response to the Campus Climate Report was praised as evoking a spirit of hope—recognizing issues and taking them seriously. Such communication is valuable.

The group discussed educational quality and efficiency. We must communicate to legislators that efficiency and quality are both present at Central Washington University.

Salary inequities among tenure-track faculty were discussed. Law precludes offering a higher salary unless the faculty member receives a higher offer from another institution.

Recent positive efforts toward increasing faculty support include directing the Faculty Senate to determine the distribution formula for \$100,000 in summer school earnings which is to be returned to the departments. Also discussed was a presidential directive that the Faculty Senate should develop a plan to address salary inequity issues. Broad support was voiced for the selection of Gerry Stacy as interim provost.

In conclusion, the Faculty Senators encouraged more budgetary authority at the dean/departments chair level, more open communication between faculty and administration, and presidential recognition of the interdependence of faculty and administration.

Faculty Union Representatives

The Board invited campus union representatives to meet with the trustees to discuss faculty concerns. Those present included American Federation of Teachers (AFT) copresidents Patricia Garrison and Lila Harper. Faculty feel the union viewpoint is difficult to express through the Faculty Senate and described how the union presence has functioned on campus for the past thirty years. Union representatives currently review common issues with the Faculty Senate chair. Those common interests include low morale, faculty salary compression, and support for legislative agenda.

The Faculty Senate is an academic body which should focus on curriculum revision, not labor relations. Union representation would give voice to part-time, temporary faculty who cannot vote in departments or participate in the Faculty Senate. These faculty have salary and benefit issues unlike full-time faculty.

The Faculty Senate is perceived ineffective in dealing with faculty issues, and further, faculty union representatives feel the Faculty Code is not binding. In addition, the Senate lacks resources, chair or committee leadership continuity, and a power base. Administrative changes could create a lack of trust, while a negotiated agreement would be binding. Solutions proposed by committees of the Faculty Senate could be changed by the administration. The union advocates nonadversarial contact with the administration, allowing the Faculty Senate to pursue curricular matters.

In conclusion, union representation requested a conversation with the Board on a specified agenda with a mutually acceptable facilitator.

Conclusion

Following a tour of the new science facility site, the Board joined university faculty and staff in McConnell Auditorium for President Nelson's State of the University Address.

Recessed

Meeting recessed until 8:30 a.m. on Friday, October 11, 1996 in Barge Hall 410.